



DEPARTMENT OF THE ARMY
ANNISTON ARMY DEPOT
7 FRANKFORD AVENUE
ANNISTON, ALABAMA 36201-4199

REPLY TO
ATTENTION OF:

REVISED

OCT 12 2004

AMSTA-AN

Commander's Policy Statement #1

SUBJECT: Commander's Policy Statement on Equal Employment Opportunity for Civilians and Equal Opportunity for Military Members

1. It is the policy of this installation to ensure that all employees work in an environment free of discrimination. Every employee deserves to be treated fairly, with dignity and respect. Any perception of unfair treatment detracts from individual effectiveness and mission accomplishment. Discrimination based on race, color, religion, sex (including sexual harassment), age, national origin, physical or mental disability, reprisal for participation in a protected activity, or sexual orientation will not be tolerated. Leaders at all levels are responsible for ensuring that allegations of discrimination are addressed swiftly, fairly, and effectively.
2. The concept of EEO is essential to good personnel management practices and must be an integral part of day-to-day management/employee relations. I expect all managers and supervisors to provide aggressive leadership and take personal responsibility for making equal opportunity a reality at this installation. Workforce diversity provides choices; it means we select the best people for our jobs. I expect all managers and supervisors to make implementation of federal affirmative employment programs part of their normal management methodology within their areas of responsibility; they will be held fully accountable to ensure that all personnel actions are administered without regard to any non-merit factor. The EEO program officials have my full support in the implementation of this policy.
3. Military members, and their families, as part of the depot workforce, will not be subjected to discrimination or maltreatment because of race, color, religion, or national origin. Military members who believe they have been subjected to discrimination have the absolute right to bring this to the attention of the appropriate official through the chain-of-command or the acting Inspector General.

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4. Civilian employees who perceive they are being discriminated against should raise their concerns with their chain of supervision or the EEO Office. The procedures for filing and processing of complaints by civilian employees and applicants for employment can be found on all official bulletin boards or by contacting the Office of Equal Opportunity at extension 6201. Employees or applicants for employment can also obtain more information by calling the EEO/Sexual Harassment HOTLINE at extension 6203. Hearing impaired persons may call extension 6593 for information by the Telecommunications Device for the Deaf (TDD).
5. Our mission is to provide prompt and reliable support to our soldiers in the field. Trust and cooperation are key ingredients to successful teamwork. Only through teamwork and 100% effort from every member of our depot team can we ensure mission accomplishment. If we as individuals make sure that everyone is treated with the dignity and respect that we ourselves expect, then there can be harmony and equality in the workplace.
6. This policy statement supersedes policy statement dated 16 January 2002.



ALEXANDER B. RAULERSON
Colonel, OD
Commanding